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Job (ine)quality indicators

Needs & Challenges

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EU governance

- Competitiveness
- Imbalances
- Policing
- Prudent 'turn'
 - Monitoring with social indicators by different channels

EP motion on AGS

- Considers it regrettable that the employment and social indicators proposed by the Commission are insufficient to cover the Member States' employment and social situations comprehensively; calls for the scoreboard to include additional indicators, in particular child poverty levels, access to healthcare, homelessness, and a **decent work index**, in order to allow for proper assessment of the social situation in the Member States;

Indicators on job quality

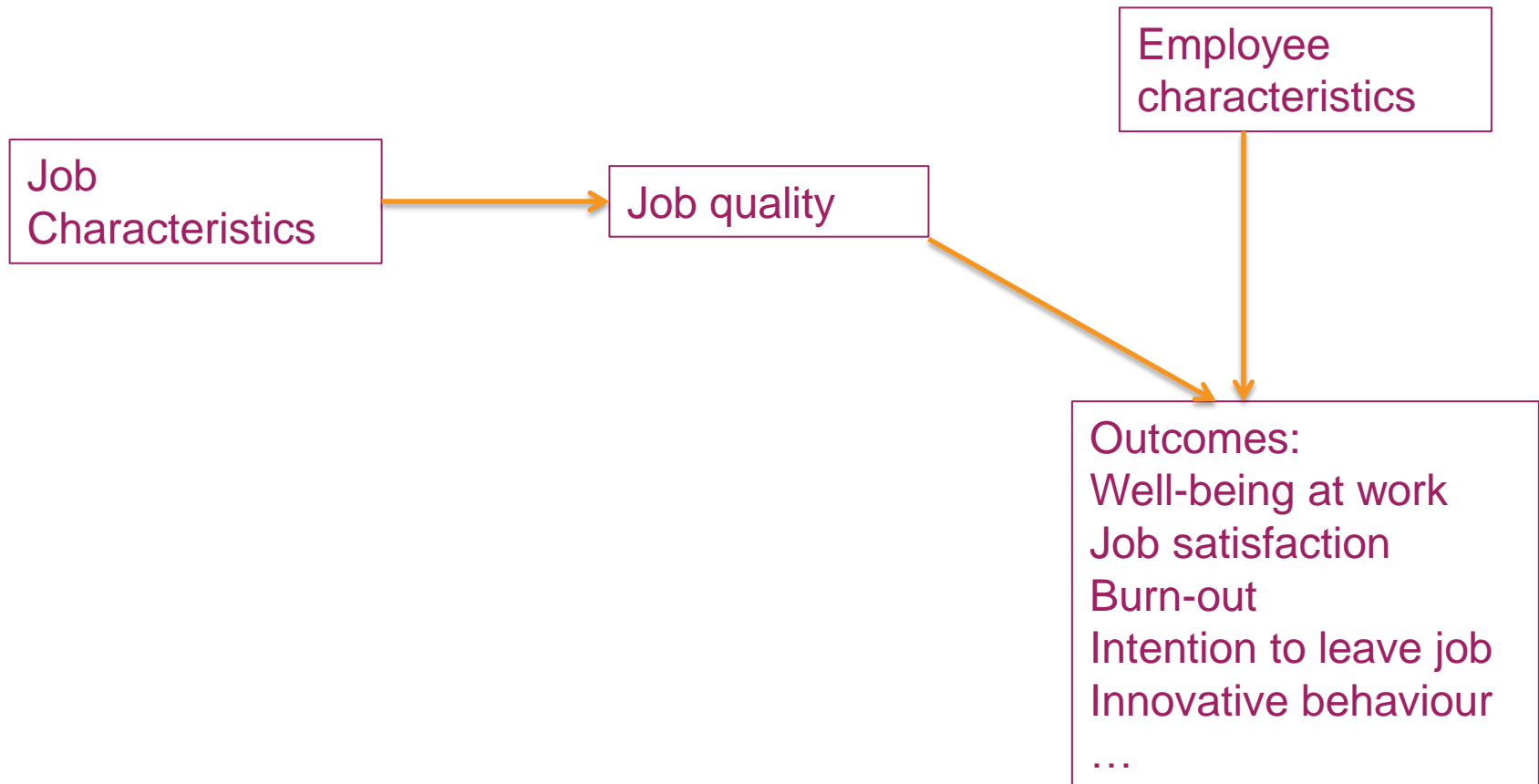
- What is it?
 - Policy history
- Why relevant?
 - Economic perspective
- How to do it?
 - Pending issues & problems
- Conclusion: 'yes' or 'no'

WHAT

What is it?

- Job Quality: “*the extent to which a job has **work and employment-related factors** that foster **beneficial outcomes** for the **employee**, particularly psychological well-being, physical well-being and positive attitudes such as job satisfaction*” (Green, 2006).

(Simplified) Conceptual framework



What is job quality? Dimensions

WES model	Bustillo et al. (2012)	Holman (2012)	Green (2013)	Vandenbrande et al. (2012) JWES model
Work organization	Intrinsic job quality Work life balance (work intensity) Health and Safety	Work organization	Work Quality Work intensity Physical environment	Job Content Work environment
Employment conditions	Pay Employment quality Work-life balance (working time)	Wage & Payment systems Skills and development Security and flexibility	Working time quality	Employment Conditions
Social relations		Engagement and representation		Social Relations

EWCS: 22 job characteristics impact on job quality

(JWES model)

Job content

- Teamwork
- Emotional efforts
- Repetitive tasks
- Work intensity
- Autonomy
- Task complexity
- Working time autonomy

Working environment

- Risks
- Contact with otherspersonen
- Fixed or mobile workplace

Employment conditions

- Contract (temporary)
- Career perspectives
- Income
- Fulltime work
- Training
- Atypical working hours
- Flexible working hours

Social relations

- Say
- Supportive management
- Social support
- Violence and harrasment
- Employee representation

Policy history

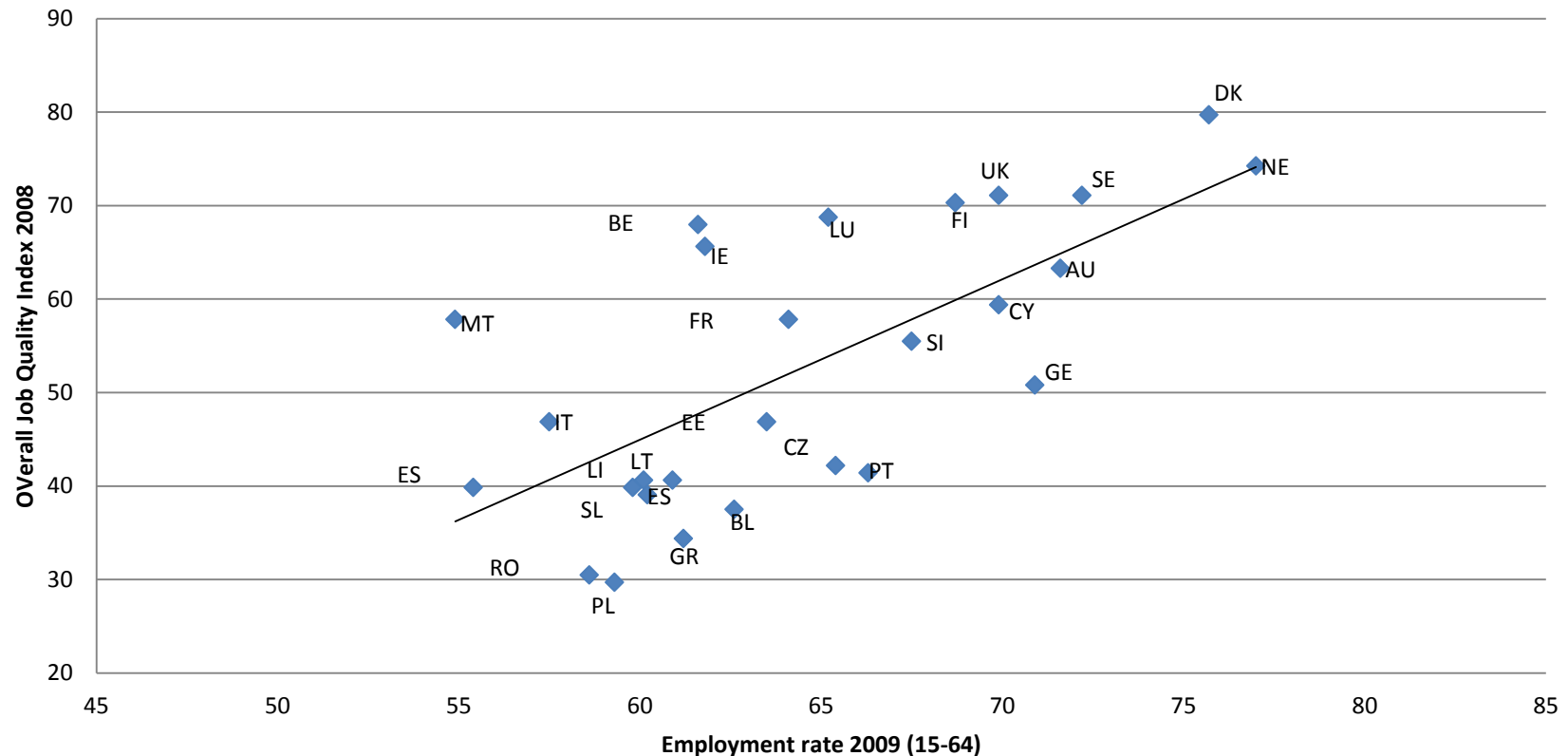
- European Employment Strategy 2001: to the forefront – Stockholm summit – Laeken indicators
 - Shift in EU policy objectives in the area of employment and social integration under the slogan: ‘Not just more jobs but also better jobs’ => horizontal objective in employment guidelines
 - Policy objectives formulated in terms of common indicators and measurable targets “What makes a good job?”
- Turn in the Lisbon strategy: to the background
 - More ‘more jobs’ and less ‘better’ jobs
 - Weak and fragmented approach
- Today: the crisis and austerity bites

WHY

Why important?

- Political-ethical argument
 - Decent work argument; cf. Recent German minimum wage debate
 - “hard working people do not deserve to be treated this way” => political (right-wing)populism => anti-establishment attitudes (SIREN project results)
- Economic-functional argument
 - Link with employment rate
 - ‘Sustainable’ jobs in an era of ageing population and shrunked pension funds

Face-value evidence: countries with the highest job quality have the highest employment rate



Key in an alternative economic strategy

- EU economic growth = wage-led demand regime
 - Consuming middle classes
 - Job security and decent wages (= employment conditions)
- Productivity growth is key = innovative union
 - Working smarter
 - Job quality (especially work organisation) important factor

HOW

Starting point 1: Measurement challenge

- Descriptive: relevant knowledge about the job situation and the consequences for the employee
- Normative: a series of norms to distinguish 'good' from 'bad' jobs
- Cross-national; trend
 - It is about measuring inequality in quality

Starting point: Laeken indicators

- Intrinsic job quality
- Skills, lifelong learning and career development
- Gender equality
- Health and safety at work
- Flexibility and security
- Inclusion and access to the labour market
- Work organization and work life balance
- Social dialogue and workers involvement
- Diversity and non discrimination
- Overall economic performance and productivity

Problems

- Beyond job quality: employment ('more' aspect)
- Wages not a prime indicator
- Descriptive
- => What to learn from the recent 'job quality' revival in (EU-)research
 - The basic resource: EWCS of Eurofound
 - Not subjective 'job satisfaction'

Job quality approaches

Source: Hauff & Kirchner, 2014

Approach	Authors
Analysis of discrete dimensions	Clark, 2005; 2010; Green, 2006; De Grip and Wolbers, 2006; Gallie, 2007a; 2007b; Smith et al., 2008; Peña-Casas and Pochet, 2009; Drobnič et al., 2010; Greenan et al., 2010; Olsen et al., 2010
Analysis of patterns on job level	Lorenz and Valeyre, 2005; Valeyre et al., 2009; Holman, 2013b; Van Aerden et al. 2013
Analysis of patterns on country level	Davoine and Erhel, 2006; Davoine et al., 2008
Composite indices approaches	Anker et al., 2003; Bescond et al., 2003; Bonnet et al., 2003; Brisbois, 2003; Ghai, 2003; Avirgan et al., 2005; Commission, 2008; Leschke et al., 2008; Leschke and Watt, 2008; Tangian, 2007; 2009; Muñoz de Bustillo et al., 2011a; 2011b; Antón et al., 2012; Erhel et al., 2012; Leschke et al., 2012; Holman, 2013a

Our approach: patterns or job types

- Between simplicity and complexity
 - ‘Balance’ principle: some ‘risky’ job characteristics can be compensated by other characteristics (ex. atypical working time by wage premiums)
 - Linking it with consequences => differentiation of ‘good’ or ‘bad’ based on different elements
- => catches better diversity (cross-country)
- => enables more diversified policy measures

Job characteristics → job types

- Latent profile analysis
- 8 clusters EWCS
 - Active work
 - Saturated work
 - Supporting work
 - Low strain part time work
 - Repetitive work
 - Emotional demanding work
 - Passive work
 - High strain work

Low quality

		Emotional demanding work	Passive work	High strain work
Work organisation	Autonomy & complexity	H	L	L
	Repetitive tasks	H	H	H
	Pressures & risks	High pressure Mod risks	High risk Mod speed pressure Low emotional pressure	H
	Fixed workplace	H	M/H	H
Employment conditions	Wage	H	L	L
	Permanent & full time	M/H	L	L
	Variable & atypical working time arrangements	H	M	M
	Career opportunity & training	Mod opp High training	L	Low opp High training
Social relations	Voice and say	M/H	L	L
	Support	Low man Mod social	L/M	L

Job types and job satisfaction

	Subjective job security			Perceived sustainability		Psychological health		Physical health			Job satisfaction	
Highest level	2			1	2	4		4			1	
	1			4		1	3	1	2	2		
	3	4	5			3	5	7	5	3		
				3	5			2		5	7	5
				6			6		2	5	7	5
	7			7	8	6	8	7	8		6	7
	8					7	8			6		8
Lowest level	8			7	8			6	8	8		

- | | | |
|--------------------|------------------------------|-----------------------------|
| 1. Active work | 4. Low strain part time work | 6. Emotional demanding work |
| 2. Saturated work | 5. Repetitive work | 7. Passive work |
| 3. Supporting work | | 8. High strain work |

Job types by institutional regime

	Total	Social Democratic	Continental	Liberal	Southern European	Transitional
High quality						
Active work	24.6	28.7	22.1	28.9	24.3	26.6
Saturated work	9.5	15.5	10.7	10.1	6.8	6.3
Supporting work	19.0	16.4	18.3	22.2	17.1	21.8
Moderate quality						
Low strain part-time work	13.4	7.1	13.4	10.4	13.6	17.6
Repetitive work	7.3	10.4	8.4	7.5	5.9	5.3
Low quality						
Emotional demanding work	3.4	8.7	4.1	3.9	2.1	1.5
Passive work	19.7	9.9	19.8	12.1	27.5	18.6
High strain work	2.9	3.4	3.2	3.0	2.8	2.3

Table 3.3 Job types by institutional regime

1Note: countries by institutional regime: Social Democratic = Denmark, Finland and Sweden; Continental = Austria, Belgium, France, Germany, Luxembourg and Netherlands; Liberal = United Kingdom and Ireland; Southern European = Cyprus, Spain Greece, Italy, Malta and Portugal; Transitional = Bulgaria, Czech Republic; Estonia, Hungary, Lithuania, Latvia, Poland, Romania, Slovenia and Slovakia (Holman, 2012).

Source working paper (Szekér et al., Forthcoming)

Pending questions

- Where to fit in? EMCO?
- Country-contextual?
- Data: EWCS only every 5 years; sample size
- Moment in time – Career/life course perspective (dynamic approach, ‘scarring’ and long-term effects,...)
 - No EU panel data
 - No link with employer data

In other words...

- Yes, we should (again)
 - Looking at the arguments
 - And conceptual progress made
- No, we can't (yet)
 - Data weaknesses
 - Expanding the EWCS exercise
 - Link with employer data

InGRID contribution

- RTD: conceptual-methodological rationalisation
 - By meta-analysis of existing studies using EWCS
 - Key dimensions
 - Best scaling instruments
- Futuring exercise on RI
 - Formulating and developing the data collection challenge

References

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Thank you!

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